

Theater-Level Human Resources Support to Army Reserve Soldiers

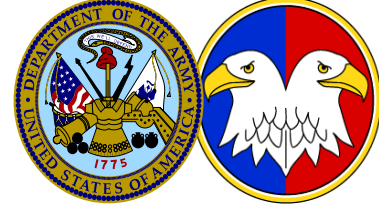
Colonel Corrina Boggess

Army Reserve G-1

8 December 2006



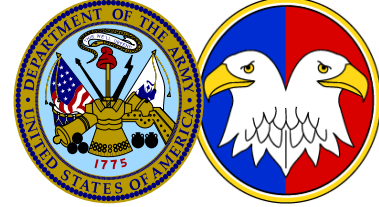
Purpose



To provide an overview of specific HR considerations when providing personnel service support to deploying, deployed, and redeployed Army Reserve Soldiers



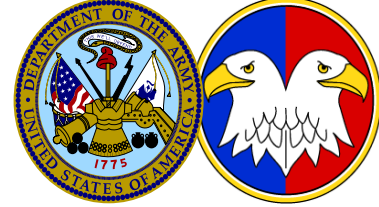
Topics of Consideration for Supporting Army Reserve Personnel



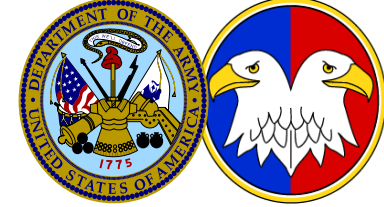
- Evaluation reports
- Promotions
- RC strength accounting
- Stop Loss policy
- Boots on the Ground (BOG) policy
- Soldiers in theater beyond mobilization orders
- Medical Retention Processing (MRP)



Topics of Consideration for Supporting AR Personnel (Cont)



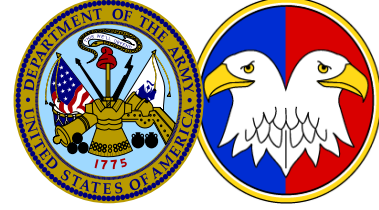
- Transfer of mobilized RC Soldiers into the Regular Army
- Voluntary extensions beyond mobilization authority
- Active Duty for Operational Support (ADOS) orders
- Demobilization actions
- Release from Active Duty (REFRAD)



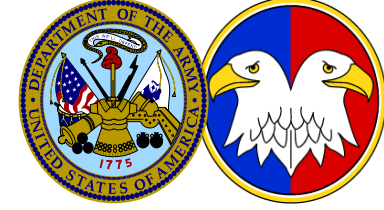
Evaluation Reports



Evaluation Reports



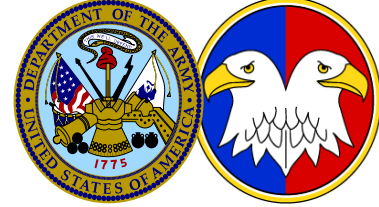
- New regulations and new forms - AR 623-3, *Evaluation Reporting System*, 15 May 2006
- Commanders, at all levels, will ensure evaluation reports are completed for all Soldiers prior to their redeployment or release from the CONUS Replacement Centers (CRCs)
- As an exception to policy, an optional 60-day evaluation report may be requested for soldiers deployed in the contingency area of operations (AO)



Officer Promotions



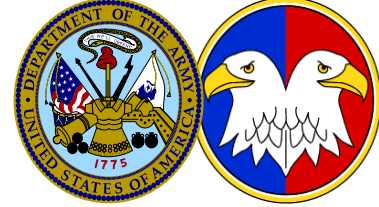
RC Officer Promotions



- Army Reserve officers will be considered for promotion upon reaching established time-in-grade (TIG) requirements
- Officers on an approved promotion list will be promoted:
 - Upon occupying a position of the higher grade, or
 - Upon transfer to the IRR upon reaching maximum TIG if not assigned to a higher grade position
 - Officers promoted to captain upon reaching their maximum TIG are no longer required to transfer to the IRR
- In most cases, promotion boards review an officer's record during the 12 months before they reach maximum TIG. Based on accelerated promotion to CPT, 1LTs are considered 2 years before reaching maximum TIG



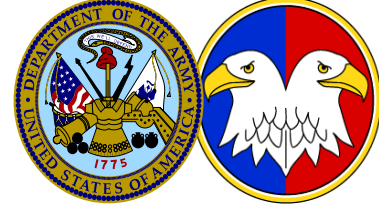
Mobilized AR Officer Promotions



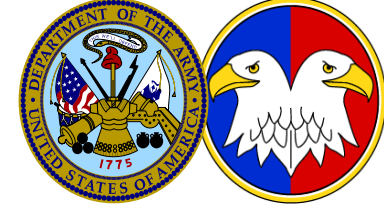
- Mobilized Army Reserve officers who are on an approved mandatory selection board promotion list may be promoted immediately when matched against a valid position commensurate with the appropriate grade for which selected, if otherwise qualified
- Mobilized Troop Program Unit (TPU), Active Guard Reserve (AGR), Individual Mobilized Augmentee (IMA) officers are not required to be assigned to a higher grade position, rather they must be matched against a higher grade position prior to promotion and assigned to that higher grade position or another higher grade position within 180-days after REFRAD or transfer to the IRR
- Mobilized officers not matched against a higher graded position will be promoted upon reaching their maximum TIG and will be reassigned to the IRR within 180 days of REFRAD unless assigned to a position of the higher grade.
- Second lieutenants will continue to be promoted upon meeting minimum time-in-grade and completion of military education, unless flagged
- Process:
 - Officer's peacetime chain of command submits USARC Form 56-R (Promotion Qualification Form for TPU USARC Mobilized Officers) with supporting documents to HRC-St. Louis
 - Promotion packets for cross-leveled officers will be processed by the donor command



RC Warrant Officer Promotions



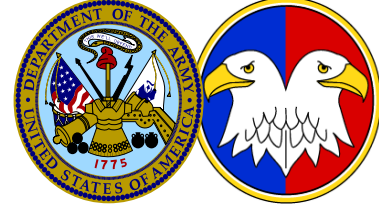
- WO1 - administratively advanced to CW2 at 24 months TIG
- CW2s and CW3s:
 - considered for mandatory promotion upon reaching 5 years TIG
 - if recommended, promoted upon reaching 6 years TIG and assignment to a valid warrant officer position.
- CW4s:
 - considered upon reaching 5 years TIG and MOS needs of the Army
 - if recommended, promoted upon a pinpoint assignment to a CW5 position and completion of the Warrant Officer Senior Staff Course
- Mobilized warrant officers promoted under the same criteria as non-mobilized warrant officers



Enlisted Advancements and Promotions



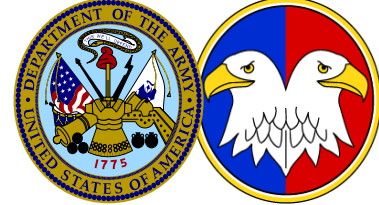
Advancement to PV2-SPC



- Promotion Authority: company/troop/battery/detachment commander
- Position requirement: position not a factor
- Procedures:
 - Advanced by the promotion authority using DA Form 4187
 - Actions by mobilization chain of command must be coordinated with HOR commander.



Promotion to SGT and SSG



- **Promotion Authority:**

- First field grade officer in a LTC commander position
- During contingency operations, promotion authority and promotion responsibility is retained by home of record promotion authority (Promotion Orders are published by the Theater PERSCOM)
- Soldiers may be boarded by theater LTC commander or higher position within the Soldiers' operational command

- **Position requirement:**

- All available positions must be filled based on home of record Permanent Promotion Recommended List (PPRL) sequence and geographic region of home of record
- Soldier remaining on the PPRL may be promoted as an exception to policy as excess with 1 year to locate an appropriate vacancy
- Mobilized/Deployed Soldiers must be assigned to an appropriate vacancy within 1 year from promotion or REFRAD – whichever occurs latest

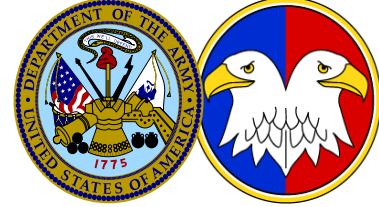
- **Procedures:**

- Appearance Boards prohibited
- Outside or third party influence or procedures prohibited
- Soldiers must be recommended by immediate commander
- Use DA Forms 3355, 3356-1-R and 3357. Transfer points to DA Form 3357 by corresponding number and letter

- **Coordination essential between mobilized and non-mobilized chain of command**



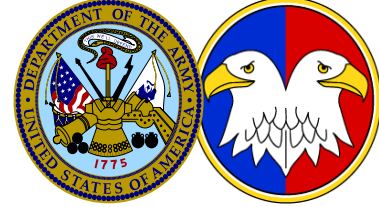
Promotion to SFC through SGM



- **Promotion Authority:**
 - General Officer home of record commander/ARCOM/GOCOM/RRC
 - Promotion authority is retained by the home of record promotion authority for Soldiers reassigned for mobilization purposes.
- **Position requirement:**
 - Positions identified by the recommended list manager
 - Non-mobilized Soldiers will be reassigned immediately
 - Positions will be reserved for mobilized Soldiers until REFRAD or entry upon ADOS
 - Promotion orders will be revoked for Soldiers who REFRAD and refuse to report to the position
- **Procedures:**
 - Boards convened based on geographic location of positions
 - Soldiers selected under the no geographic limitations may only be promoted into positions within the geographic area managed by that convening authority
- **Obligation incurred by promotion**
 - Non-mobilized Soldiers must report to the position and serve 1 year in the duty position to which promoted before voluntary reassignment
 - Mobilized Soldiers must report to the position within 90 days of REFRAD and serve in the duty position to which promoted for 1 year from report date



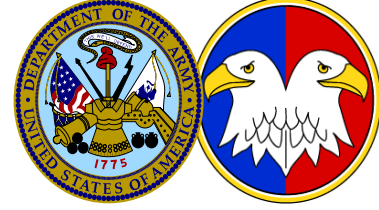
NCOES Requirements and Waivers



- **Through SGT – No NCOES required for promotion or advancement**
- **SSG – WLC required**
 - Waiver process available for deployed Soldiers
 - Submitted through chain of command to DA
- **SFC – BNCOC required**
 - Waiver process available
 - Approval authority delegated to promotion authority
 - Soldier may be considered. If recommended, the Soldier will not be promoted until completion of NCOES and position becomes available
- **MSG - ANCOC required**
 - Waiver process available
 - Approval authority delegated to promotion authority
 - Soldier may be considered. If recommended, Soldier will not be promoted until completion of NCOES and position becomes available



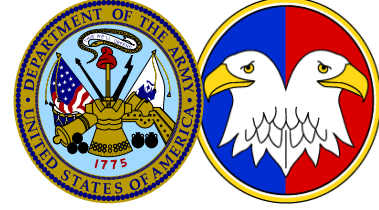
RC Enlisted Promotions



- Active Duty for Operational Support (ADOS) in excess of 12 months. Soldiers remain promotable under the Army Reserve procedures and home of record promotion authority. Eligibility and procedures remain the same as prior to entry on ADOS.
- Sanctuary. Soldiers remain promotable under the Army Reserve procedures and TPU home of record promotion authority.

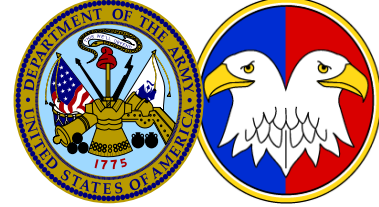


RC Enlisted Promotions



- References

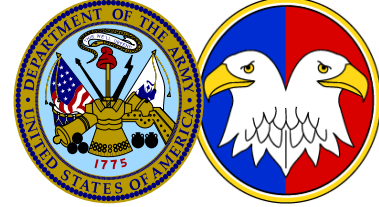
- AR 600-8-19, Enlisted Promotions and Reductions, 21 July 2006
- Personnel Policy Guidance
 - <http://www.armyg1.army.mil/militarypersonnel/policy.asp>
- Army Reserve G-1, Army Knowledge Online
 - <http://www.armyg1.army.mil/militarypersonnel/policy.asp>



RC Personnel Strength Accounting



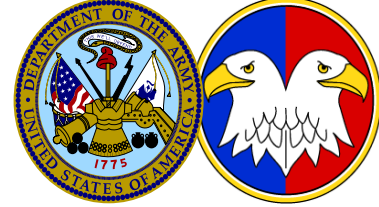
RC Personnel Strength Accounting



- IAW Title 10, USC 115(d), personnel strength, a requirement for annual authorization, members of the Ready Reserve ordered to or continued on active duty under Title 10, USC 12302 or 12304, shall not be counted when computing authorized strength of members on active duty
- Members of the Ready Reserve who are serving on active duty under the provisions of Title 10, USC 12302 or 12304 will be reported as a separate category of each Reserve Component



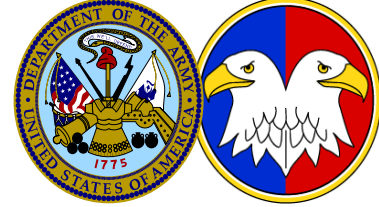
RC Personnel Strength Accounting (cont)



- The Army requires an RC replacement program that is proactive and responsive to the Combatant Commanders' requirements
- The Push Program is a predictive model that forecasts theater's future requirements by MOS, grade and component and serves as the basis to sustain manning levels of deployed units
- ICW the Theater PERSCOM, the USA HRC revalidates the predictive model to ensure it accurately accounts for personnel attrition in the theater of operations
- The Theater PERSCOM will provide a status report via a spreadsheet to HRC upon arrival of replacements in theater
- Personnel assignments will be made using the assignment criteria provided under the Push (predictive) model and IAW the combatant commander's priorities



RC Personnel Strength Accounting (cont)

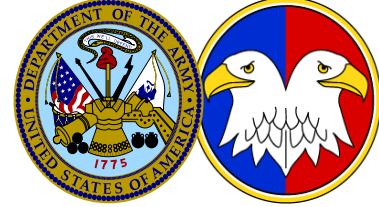


Redeployment and Demobilization

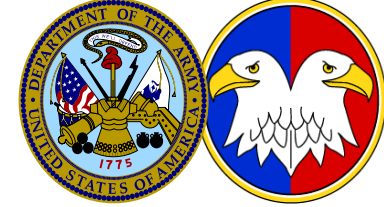
- All replacement Reserve Soldiers will redeploy with the unit to which they are assigned as an individual replacement regardless of time remaining on their mobilization orders unless the replacement Soldiers volunteer to remain in theater to fill other valid personnel requirements (upon Theater PERSCOM approval)
- Soldiers who volunteer to remain in theater after their assigned unit redeploys must request an Active Duty for Operational Support (ADOS) order authorizing them to remain in place



RC Stop Loss Policy



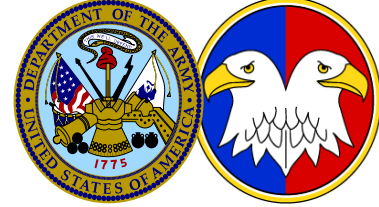
- Reserve Component (RC) Unit Stop Loss is applicable to all Ready Reserve soldiers who are assigned to RC units alerted or mobilized in accordance with Title 10, USC, Section 12302 or 12304, for participation in contingency operations
- Stop Loss authority ends upon the termination of the current National emergency or the last day RC Soldier serving on active duty under Section 12301, 12302, or 12304 are released from active duty, *whichever comes first*
- Unless sooner released, termination for individual Soldiers affected by the RC Unit Stop Loss will be a maximum of 90 days after the unit/Soldier is demobilized



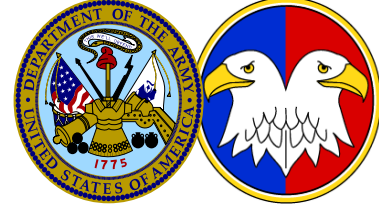
RC Boots on the Ground (BOG) Personnel Policy



RC BOG Personnel Policy



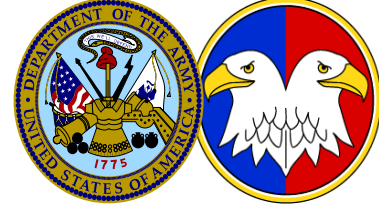
- Units and/or Soldiers will not be involuntarily deployed to theater for more than 365 days BOG
- The SECDEF is the approval authority for involuntary extensions of units/individuals in theater that exceed 14 days beyond the unit/individual's BOG departure date
- Period of Mobilization Orders
 - 365 days for RC Soldiers mobilized to support CONUS-based operations
 - 545 days for RC Soldiers mobilized within the CENTCOM AOR to meet 12-month BOG policy
- RC Soldiers may again be involuntarily called to AD, with SECDEF approval, as long as the total of the combined periods of service under Title 10, USC 12302, in support of the same declaration of national emergency does not exceed 24 months – SECDEF has not approved
- Soldiers pending disciplinary action under UCMJ may have their orders extended or otherwise be retained on active duty without the individual's consent under a different authority [Title 10, US Code, Section 802 and Rules of Court Martial 202 (c)].



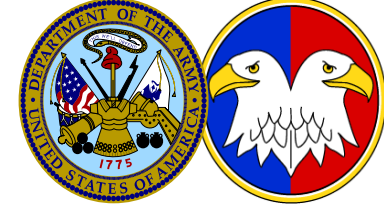
RC Soldiers In Theater Beyond Their Mobilization



RC Soldiers In Theater Beyond Their Mobilization



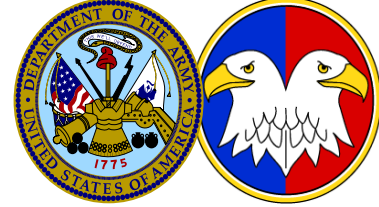
- RC Soldiers who reach the end of their mobilization orders will be scheduled for redeployment on the first available flight returning to CONUS if not extended by ADOS orders
- The original deployment order will be used by the Installation Transportation Offices to return Soldiers to the appropriate mobilization station for demobilization



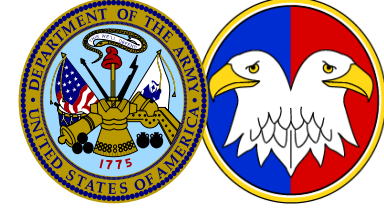
Medical Retention Processing (MRP)



Medical Retention Processing (MRP)



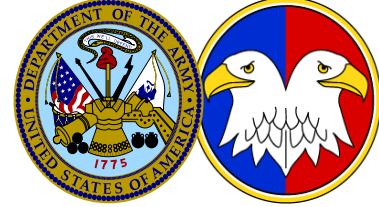
- Designed to evaluate and treat RC Soldiers pending REFRAD from GWOT, with In Line of Duty illnesses/injuries, in an AD status for continuation of care
- Soldiers must volunteer for the MRP program by submitting a request packet to HRC-Alexandria or decline MRP
- Soldiers entering the MRP program will voluntarily transition from Title 10, USC 12302 partial mobilization orders to Title 10, USC 12301(d) orders to include participation in the Community Based Health Care Organization (CBHCO)
- While participating, the Soldier is assigned to an Army Garrison Medical Retention Processing Unit (MRPU)
- If Soldiers do not consent to be retained under MRP, they will be REFRAD, but they have up to 6 months to apply for MRP2, which may return them to AD for needed medical care



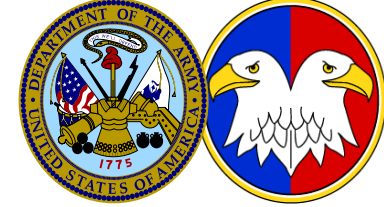
Transfer of Mobilized RC Soldiers into the Regular Army



Transfer of Mobilized RC Soldiers into the Regular Army



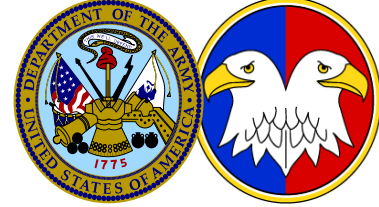
- RC Soldiers who have less than 18 years of active service may apply to transfer from the RC to the RA anytime within 6 months of their projected demob or REFRAD date
- Approval authority rests with HRC-Alexandria
- Grade determination is not required – Soldier will enlist into the RA at his/her current rank
- If applicant's MOS is overstrength in RA, Soldier will be given the opportunity to reclassify into an understrength or critical MOS at time of transfer
- If recipient of enlistment/reenlistment incentive in the process of fulfilling service obligation required by incentive, Soldier may be subject to recoupment
- If application is favorably considered by HRC-Alexandria, Soldier remains with his/her current deployed unit until it redeploys to demob station
- USAREC will access the Soldier onto AD no later than 1 day after separation from AD



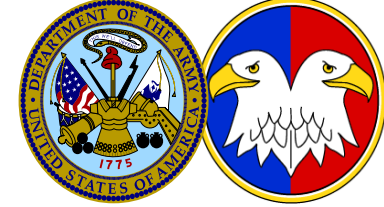
Voluntary Extensions Beyond Mobilization Authority for RC Soldiers



Voluntary Extensions Beyond Mobilization Authority for RC Soldiers



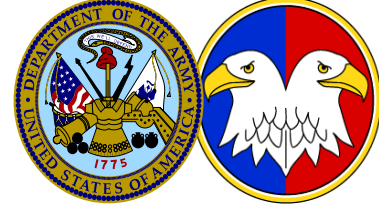
- RC Soldiers who voluntarily request to serve beyond their 24-month mobilization authorized by Title 10, USC 12302 may request an extension under the policy guidance for ADOS.
- While in theater, Soldiers transitioning without a break in service from mobilization order to ADOS will not go through REFRAD processing until the end of their ADOS tour



Active Duty for Operational Support (ADOS)



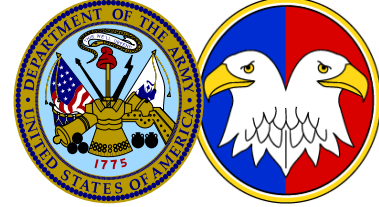
Active Duty for Operational Support



- “Active Duty for Operational Support” (ADOS) is active duty (other than Active Guard Reserve (AGR) duty) under 10 USC, Section 12301(d); and active duty for training performed at the request of an organizational or operational commander, or as a result of reimbursable funding
- Includes voluntary active duty formerly known as Extended Active Duty (EAD) and Temporary Tours of Active Duty (TTADs)
- Contingency ADOS (CO-ADOS) includes voluntary active duty formerly known as Contingency EAD (CO-EAD) and Contingency TTADs (CO-TTADs)



Active Duty for Operational Support (cont)

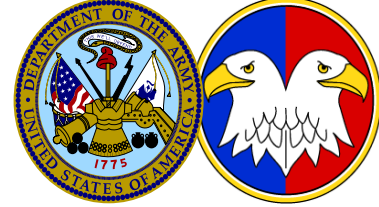


Orders Issuing Authority

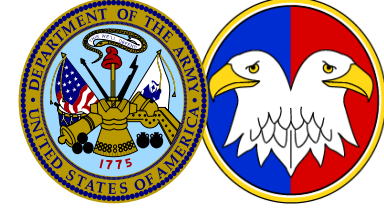
- Commander, U.S. Army Human Resources Command (HRC-Alexandria) is the orders issuing authority for all types of ADOS orders
 - Other than ADOS Reserve Component (ADOS-RC) is voluntary active duty formerly known as Active Duty for Special Work (ADSW) and
 - Full-Time National Guard Duty for Operational Support (FTNGDOS) that are funded by Military Personnel Appropriations (MPA)
- Commander, HRC-Alexandria, using Automated Orders and Resource System (AORS), will amend all ADOS and Contingency ADOS orders issued on or after 28 October 2004, to change the period of voluntary active duty title to ADOS or CO-ADOS as appropriate.



Active Duty for Operational Support (cont)



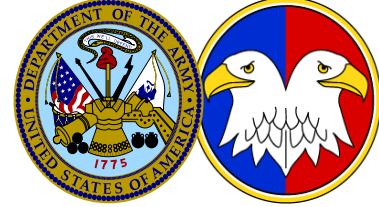
- ADOS orders will not exceed 3 years, and RC Soldiers shall not perform ADOS for more than 3 cumulative years within any 4-year period (1,095 cumulative days within a 1,460 day period)
- DCS, G-3 continues to validate contingency ADOS requirements and revalidates and approves extensions of current contingency ADOS requirements in support of contingency operation
- All Soldiers must be assigned to the Selected Reserve (SELRES) of the Army Reserve while serving on any type of ADOS orders
 - If entering ADOS from the SELRES, RC Soldiers will remain assigned to their current unit
 - Soldiers assigned to the Individual Ready Reserve (IRR) must first volunteer to join the SELRES before accepting ADOS orders
- IRR Soldiers currently serving on ADOS, requesting extension on ADOS, or requesting ADOS, are exempt from the SELRES requirement until publication of applicable guidance



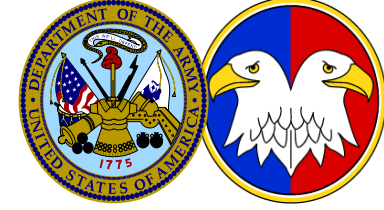
Demobilization (DEMOB) Actions



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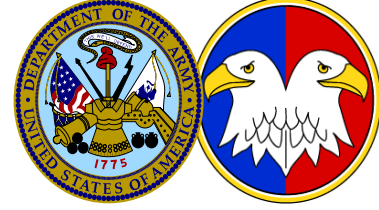
- Under selected circumstances, the actual REFRAD of unit members may exceed the unit DEMOB date, provided the final REFRAD date does not exceed the maximum allowable mobilization period specified on the Soldier's mobilization order
- *Under no circumstances will a Reserve Soldier be held past his or her unit's demobilization date without prior coordination with the Army force provider*
- *Soldiers may not be held beyond the unit DEMOB date for the purposes of extending their tour of duty for mission-related purposes without prior approval*



Release from Active Duty (REFRAD)



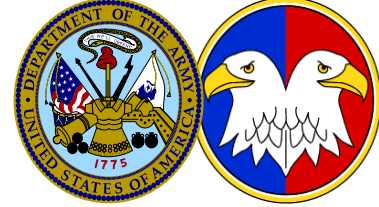
Release from Active Duty (REFRAD)



- Early REFRAD
 - The supported command may request an early REFRAD for individual RC Soldiers who are no longer operationally required
 - Soldiers who are determined as no longer operationally required are not authorized a replacement
 - RC soldiers who have a justifiable hardship may request early REFRAD through their chain of command
- All other administrative separations of mobilized RC Soldiers will follow guidance IAW applicable Army Regulations and Title 10, USC 12313
- In all cases, a copy of the chapter and separation documents will be furnished through appropriate channels to 1st Army G-1 and HRC-Alexandria to ensure the appropriate separation actions occur



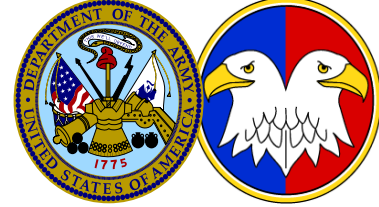
Release from Active Duty (REFRAD) (cont)



- Upon REFRAD, RC Soldiers will receive a DD Form 214 (Certificate of Release or Discharge From Active Duty) except for Title 10 AGR Soldiers
- A separation transaction will be processed in eMILPO for RC Soldiers released or separated from active duty (Page 45 of the Army PPG below)
- For further specific information, please refer to the Army *Personnel Policy Guidance (PPG) for Contingency Operations in Support of GWOT*, Chapters 10-15, updated as of Thursday, 30 October 2006, <http://www.armyg1.army.mil/MilitaryPersonnel/ppg.asp>



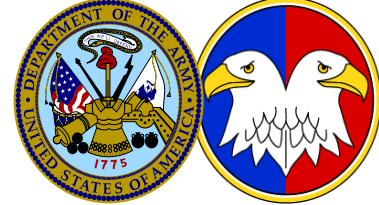
USARC Theater-Level HR Support Brief to the RC



End of Briefing



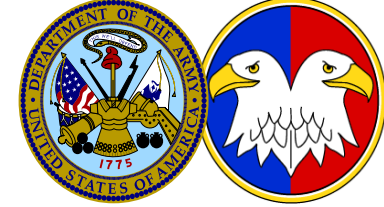
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Back-up Slides



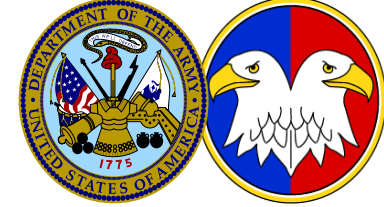
Time in Grade Requirement for Officer Promotions



PROMOTION TO	MIN YEARS TIG	MAX YEARS TIG	RC BOARD CONSIDERATION
1LT	2	2	Admin Board (Automatic Promotion unless flagged or for non-completion of OBC)
CPT	2	5	Based on Accelerated Promotion Policy
MAJ	4	7	Board consideration normally during the 12 months prior to maximum years TIG
LTC	4	7	Board consideration normally during the 12 months prior to maximum years TIG
COL	3	**	**Zone of consideration Time in Grade announced annually, subjected to the needs of the Army. Future Board Dates are being adjusted to gradually increase time in grade as a LTC before consideration to COL



Time in Grade Requirement for Warrant Officer Promotions



PROMOTION TO	MIN YEARS TIG	RC BOARD CONSIDERATION
CW2	2	Admin Board (Automatic Promotion unless flagged or for non-completion of WOBC)
CW3	6	Boarded annually in the calendar year in which the WO reaches 5 years TIG
CW4	6	Boarded annually in the calendar year in which the WO reaches 5 years TIG
CW5	5	Boarded annually based on the MOS needs of the Army in the calendar year in which the WO reaches 5 years TIG.